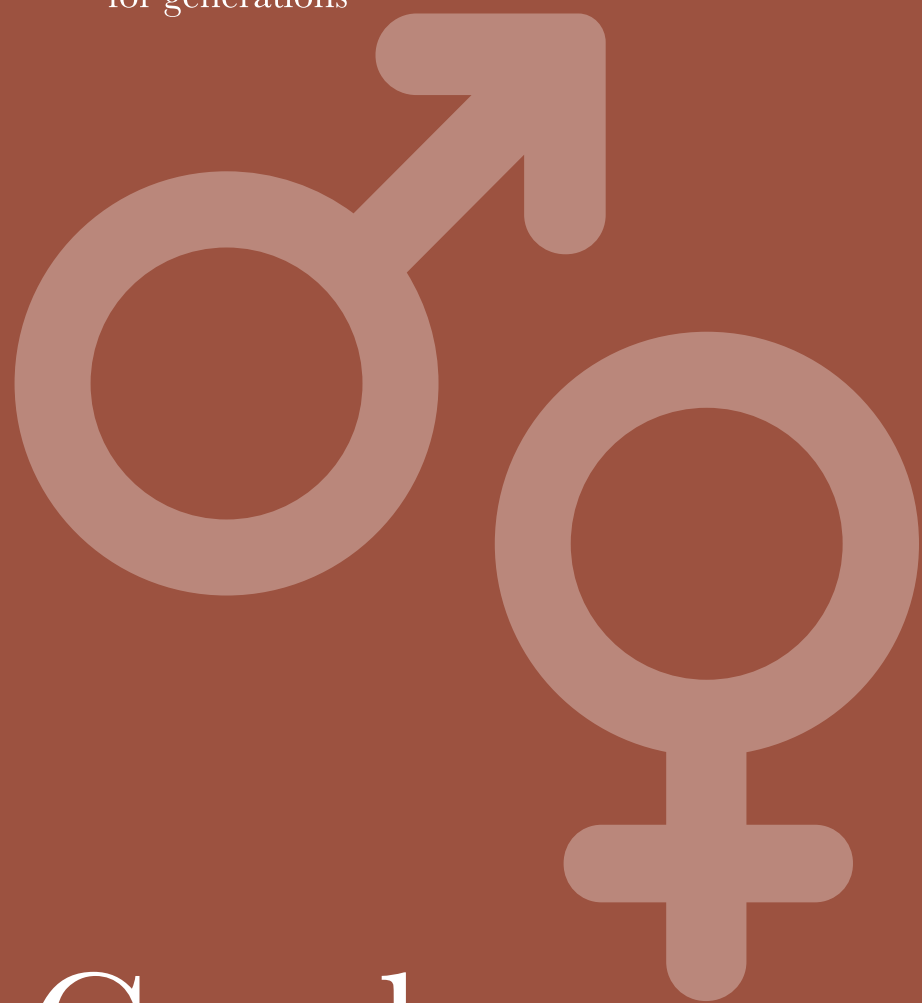




# FINDEL

Growing education  
for generations



# Gender Pay Report April 2025.

## Gender Pay Gap

as of 5th April 2025

### About us

Findel is an eCommerce educational resources supplier in the UK and international schools and nurseries marketplace. We own several general and specialist brands including Hope, GLS, Davies Sports, Philip Harris, Spa4Schools, A-Z, LDA and EuHu.

These brands give us full coverage in all product areas for primary, secondary and early years teaching, as well as specialist resources for school business managers, science teaching, PE and sports equipment. Findel's origins can be traced right back to 1817.

Today, our brands and websites offer more than 32,000 products to customers in the UK and overseas, with the business exporting to over 130 countries. Headquartered in Hyde, Cheshire, we have a distribution centre and offices in Nottingham and employ around 260 people. In April 2024, Findel was acquired by the Manutan Group, a major European B2B player specialising in the distribution of equipment and supplies for businesses and local authorities.

### Gender Pay Reporting

Since April 2017, all UK companies with over 250 employees have been required to publish gender pay gap data, which shows the difference in the average pay and bonuses of male and female employees, as well as the proportion of men and women in different pay quartiles.

This is different to Equal Pay which focuses on whether men and women are given equal pay for equal work. Findel fully supports the gender pay legislation and its broader aims.

#### Pay Gap

Mean

Median

**33.6%**

**35.3%**

#### Bonus Gap

Mean

Median

**59.6%**

**0%**

Proportion of colleagues receiving a bonus payment

**92.7%**

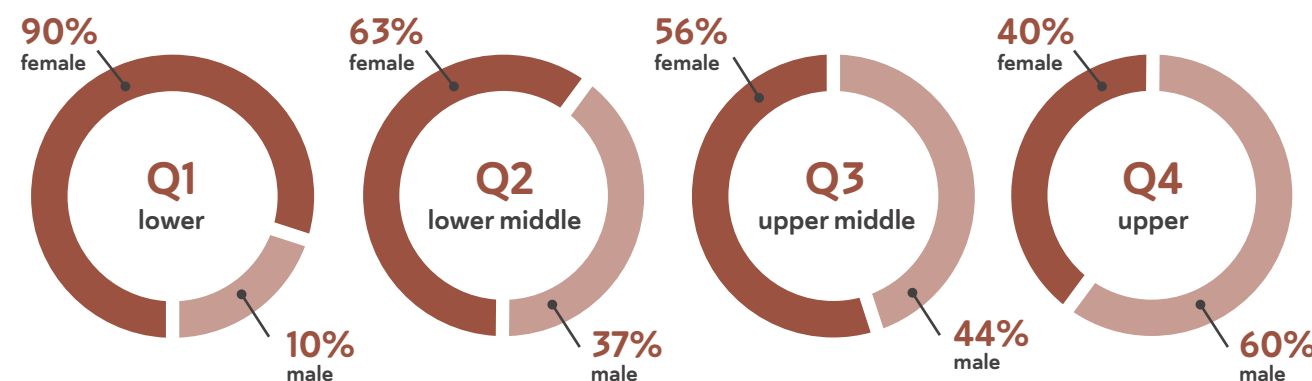
male colleagues received a bonus

**93%**

female colleagues received a bonus

### Pay Quartiles

The proportion of males and females in each pay quartile. Quartiles are based on hourly pay rates.



## How we are closing the Pay Gap

Our mean and median pay gaps and mean bonus gap continue to be driven by the make-up of our workforce. To reiterate our previous Gender Pay Gap reports, there continues to be a high proportion of women in administrative and support roles for which the market rates tend to be lower. In addition, the majority of our most senior colleagues are male; this includes a high proportion of males within our Technology team where roles attract higher market rates due to their specialist and highly technical nature.

This year, we are pleased to report that we do not have a median bonus gap and that bonus payments were received by 93% of females and 92.7% of males. This was due to a one-off bonus payment made in 2024 which was received by the majority of our colleagues.

We remain committed to ensuring a more diverse workforce that reflects the customer base and the communities we serve, and we recognise that we need a greater proportion of women in senior and Technology roles than is currently the case.

We are confident that we already have policies in place to ensure that recruitment and career progression are not discriminatory on the grounds of any protected characteristic, including gender.

We continue to work on our Equality, Diversity & Inclusion Roadmap which sets out the actions we are taking to ensure that we have an inclusive culture, in which all Findel colleagues feel a strong sense of belonging to our business and are able to thrive. Colleague sentiment relating to inclusion which we have measured in recent internal and external engagement surveys is extremely strong.

To date, as well as training our leaders in inclusive working practices, we have provided training to all colleagues on diversity and inclusion, and sexual harassment awareness, as well as establishing a dedicated focus group to advance gender equality within the business. All colleagues have access to an in-house developed guide which raises awareness of inclusion and we have expanded our suite of policies to ensure that colleagues are fully supported throughout various life stages during their career at Findel.

In addition, we regularly review remuneration levels and have ensured that all Findel colleagues are paid in excess of the National Living Wage to support with the increased cost of living. The data in this report is accurate and has been calculated in line with the gender pay reporting legislation.

**Gary McDowell**

Chief HR Officer